

Present: Mary Shaw, Martin Friedman, David Berrian, Monica Anderson, Angel Dawson, Kathleen Groshong, Mary Flowers, Beverly Wong

Agenda: 1) HSD Anti-Racism Training Team Update 2) Group Assessment: Where are we going? 3) Announcements

HSD Anti-Racism Training Team Update

- Mar 7 all-staff meeting (Session 4) stays at 2½ hours for debrief only, no outcomes.
- We'll have 1 or 2 half-day sessions to follow.
- Divisions will complete another survey on what it needs to deal with racism.
- Next planning meeting is in 2 weeks
- Facilitators will lead debrief, but we'd like those who aren't normally visible to lead follow-up sessions.

Group Assessment: Where are we going?

- We've been focusing on pushing the department training forward.
- Want to build toward being more progressive as well as supportive.
- Make sure Race and Social Justice (RSJ) plan is more concrete.
- Goal is to get more people talking about issues of racism and maintaining discussion. More concretely, we want racism to be on staff agendas.
- Training group wants quarterly all-staff meetings to discuss racism and for divisions to be held responsible for quarterly or monthly meetings that include racism on agenda.

Climate

- How do we get people in HSD past the fear of talking about racism?
- We don't have an explicit assurance that we can talk about racism without repercussion.
- Joe Valentine was concerned about the issue. Perhaps we should meet with him.
- There should be structured ways to use managers to set the tone, have them address the issue. All are doing performance evaluation agreements. UIR should meet with managers to share what we're working on.
- We need to rebuild collective movement and presence in the department, to create the climate that supports the leadership to adopt UIR principles. How can we create that climate?
- People have jobs in the system so we also need support from the top.
- Fear and feeling of oppression is demobilizing. What's that source of fear and how do you overcome that fear?
- We have to remember each of us has power and the group has power.
- We need to keep the conversation alive.

Next Meeting

Have conversation about overcoming fear. Maybe we could hold a UIR Fear Factor game with different scenarios!

Announcements

Seattle Public Schools is having community meetings about school closures. Enrollment is down and there is less money.